

# Konica Minolta's CSR Policy

Konica Minolta's CSR activities are based on its Management Philosophy of "The Creation of New Value," and upon its Charter of Corporate Behavior. The Group strives to live up to the trust and expectations of society by fulfilling its responsibilities to all of its stakeholders and to contribute to the realization of a sustainable society.

Konica Minolta is signatory to the United Nations Global Compact, the universally accepted principles covering human rights, labor, the environment and anti-corruption. The company also has joined the Global Compact Japan Network (GC-JN). The Group's policy to respect and comply with these and other universal principles is articulated in *Konica Minolta Group Guidance for Charter of Corporate Behavior*, which is shared globally, helping to ensure Konica Minolta's compliance with these universal principles [▶ P40](#).



## Management Philosophy

### The Creation of New Value

#### Konica Minolta Group Charter of Corporate Behavior

Corporations, in addition to being economic entities engaged in the pursuit of profit through fair competition, should be beneficial to society at large. For this reason, Konica Minolta Group shall behave in a socially responsible manner and shall have all of its directors, officers and employees clearly acknowledge the spirit of this Charter of Corporate Behavior.

Senior management shall recognize that the fulfillment of

##### 1. Beneficial and safe products

We shall strive to earn the confidence of consumers and clients through the development and provision of socially beneficial products and services with the utmost consideration for safety.

##### 2. Fair and transparent corporate activities

We shall, in the pursuit of fair and transparent corporate activities, comply with laws and social regulations and act in accordance with international rules and the articles of incorporation.

##### 3. Communications with society and information disclosure

We shall communicate with society at large and disclose corporate information fairly and adequately.

##### 4. Environmental protection

We shall acknowledge the seriousness of global environmental issues and shall act voluntarily and affirmatively to protect the environment.

the spirit of this Charter is its own role and responsibility, and shall take the initiative to ensure that all directors, officers and employees fully understand the Charter. In addition, the management shall constantly pay attention to the opinions of internal and external parties and shall promote the implementation of effective systems to secure ethical corporate behavior.

##### 5. Contribution to society

We shall, with a global perspective, affirmatively make contributions to society while respecting local customs and cultures.

##### 6. Respect for employees

We shall endeavor to make the lives of employees comfortable and fulfilling, provide a safe work environment, and respect each employee's personality and individuality.

##### 7. Responsible actions

In the event of a violation of the principles of this Charter, in order to solve the problem senior management shall investigate the cause of the violation and develop reforms to prevent its recurrence in accordance with corporate compliance procedures. Prompt public disclosure of precise information and an explanation regarding the violation shall be made and responsibility for the violation shall be clarified. Strict and fair disciplinary action shall be taken including with respect to senior management where necessary.

## Konica Minolta Included in Various Indices as a Socially Responsible Investment



[About > Sustainability > CSR Activities > Investor Relations \(IR\) > Evaluation of Socially Responsible Investment \(SRI\)](#)

Konica Minolta Holdings Inc. was ranked in the SAM Silver Class of the SAM Corporate Sustainability Assessment by SAM Group Holding AG, the internationally leading SRI assessment company, in February 2011 for the second year in a row.



Konica Minolta Holdings was also named by Canada-based Corporate Knights Inc. in January 2011 as one of the Global 100 Most Sustainable Corporations in the World. The company has also been included by Dow Jones & Company, Inc. and SAM Group in the Dow Jones Sustainability Asia Pacific Index, and by UK-based FTSE Group in the FTSE4Good Global Index. Moreover, Konica Minolta Holdings has been included in the Morningstar Socially Responsible Investment Index (MS-SRI) operated by Morningstar Japan K.K. in Japan. (Information as of June 22, 2011)

## Konica Minolta's Responsibilities, by Stakeholder Group

	Stakeholders	Responsibilities to stakeholders
	 <p>Konica Minolta has operations throughout the world. It is comprised of separate group companies in charge of different lines of business to serve different clients. The group's clients in its key lines of business are as follows:</p> <ul style="list-style-type: none"> <li>* Business technologies business: general enterprises, printing companies and government agencies</li> <li>* Optics business: Information technology and electronics enterprises</li> <li>* Healthcare business: Hospitals, clinics</li> <li>* Sensing business: Manufacturers and other general enterprises</li> </ul>	<ul style="list-style-type: none"> <li>* Providing highly reliable products and services                             <ul style="list-style-type: none"> <li>– Improve product quality, ensure product safety</li> <li>– Ensure stable operation of products</li> <li>– Ensure stable supply of products</li> </ul> </li> <li>* Increasing customer satisfaction                             <ul style="list-style-type: none"> <li>– Expand the solutions business</li> <li>– Strengthen service and support</li> </ul> </li> </ul>
	 <p>Konica Minolta procures raw materials, parts, and components from different companies depending on the types of business. Over 90% of these suppliers are located in Japan, China, and elsewhere in Asia.</p>	<ul style="list-style-type: none"> <li>* Instituting transparent and fair business practices</li> <li>* Implementing CSR throughout the global supply chain (human rights, workplace safety and health, environmental protection, etc.)</li> </ul>
	 <p>Konica Minolta has 29,991 shareholders. The breakdown highlights relatively high ownership by institutional and foreign shareholders; foreign shareholders own a combined stake of 44.4%, while Japanese financial institutions own 39.6%. (As of the end of March 2011.)</p>	<ul style="list-style-type: none"> <li>* Ensuring fair and proper return of profit</li> <li>* Respecting shareholder voting rights</li> <li>* Implementing fair and proper disclosure of financial information</li> <li>* Implementing global IR activities</li> </ul>
	 <p>Konica Minolta employs 35,204 people worldwide, with 35% of the workforce located in Japan, 26% in China and elsewhere in the Asia-Pacific region, 21% in North and South America, and 18% in Europe. (Figures are based on total regular employees of consolidated companies, as of the end of March 2011.)</p>	<ul style="list-style-type: none"> <li>* Respecting human rights, eliminating discrimination</li> <li>* Respecting diversity</li> <li>* Fostering and making the most of personnel</li> <li>* Ensuring workplace safety and health</li> </ul>
	 <p>Konica Minolta has operations in some 40 countries across the globe, and acts as a responsible member of every community where it operates.</p>	<ul style="list-style-type: none"> <li>* Developing social contribution programs that make the most of the group's business expertise</li> <li>* Implementing activities to address local needs</li> </ul>
	 <p>As a manufacturer, Konica Minolta engages in various operations that impact the environment, for instance generating CO<sub>2</sub> emissions, which contribute to climate change, using materials derived from petroleum, which is a dwindling natural resource, and affecting ecosystems in various ways.</p>	<ul style="list-style-type: none"> <li>* Preventing global warming</li> <li>* Supporting a recycling-oriented society</li> <li>* Reducing the risk of chemical substances</li> <li>* Restoring and preserving biodiversity</li> </ul>